



VICTORIA
GOVERNMENT GAZETTE

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[1957

Labour and Industry Acts.

DETERMINATION OF THE SHOPS BOARD No. 12 (FUEL AND FODDER).

NOTES.—(1) This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Labour and Industry Acts the cities of Ballarat, Bendigo, Geelong, Geelong West, Warrnambool, and of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

(2) By Orders in Council made on the 10th September, 1913, and 21st October, 1930, power was conferred on the Coal and Coke Board to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in any business or occupation connected with the sale or distribution of coal or coke by any—

- (a) coal importer;
- (b) coal mine owner;
- (c) gas company;
- (d) agent or contractor who distributes coal or coke for any coal importer, coal mine owner, or gas company.

IN accordance with the provisions of the Labour and Industry Acts the Wages Board which now has the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (a) employed in the business of a hay, corn, or chaff dealer;
- (b) employed in carting or driving or assisting in carting or driving in connexion with the business of a hay, corn, or chaff dealer;
- (c) employed in any business or occupation connected with the preparation of firewood for sale or connected with the sale or distribution of wood, coal or coke;
- (d) employed handling or distributing brewers' or distillers' grains"—

has made the following Determination, namely:—

1. That on the 27th September, 1956, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (i).

Improvers.

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	—	
			PROPORTION.
Under 17 years of age	49	£ s. d.	
17 years of age	57	6 9 0	
18 years of age	70	7 10 0	
19 years of age	78	9 4 0	
20 years of age	85	10 5 0	
		11 3 6	

One improver to the first four or fraction of four workers receiving not less than 284s. per week of 40 hours, and thereafter one improver to each additional four such workers.

Other Employees.

	Within the cities of Ballarat and Bendigo and the Boroughs of Eaglehawk and Sebastopol.	All other Parts of Victoria where this Determination Applies.
WAGONS.		
	Per week of 40 hours.	Per week of 40 Hours.
	£ s. d.	£ s. d.
<i>(a) In Hay, Corn, or Chaff Stores.</i>		
<i>(b) Employed handling or distributing brewers' or distillers' grains.</i>		
Foreman, i.e., the man who gives instructions to and is responsible for the work done by not fewer than three adults employed in the store..	14 14 0	14 17 0
Drivers of motor waggons—		
(a) having a capacity of 2 tons or less	14 9 0	14 12 0
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons	14 18 0	15 1 0
(c) having a capacity exceeding 4 tons with 1s. per day extra for each trailer	15 8 0	15 11 0
Carters driving one horse	14 4 0	14 7 0
Carters driving two horses	14 9 0	14 12 0
And for every additional horse	0 6 extra per day	0 6 extra per day
All others	14 6 0	14 9 0
<i>Wood Yards, or Wood, Coal, and Coke (Combined) Yards.</i>		
Yardman in charge, i.e., the person for the time being entrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard	14 7 0	14 10 0
Drivers of motor wagons—		
(a) having a capacity of 2 tons or less	14 9 0	14 12 0
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons	14 18 0	15 1 0
(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	15 8 0	15 11 0
Carters driving one horse	14 4 0	14 7 0
Carters driving two horses	14 9 0	14 12 0
And for every additional horse	0 6 extra per day	0 6 extra per day
All others	14 4 0	14 7 0
<i>Coal Yards (i.e., Places where at least 80 per cent. of the Business is done in Coal) or Coke Yards.</i>		
Drivers of motor wagons—		
(a) having a capacity of 2 tons or less	14 9 0	14 12 0
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons	14 18 0	15 1 0
(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	15 8 0	15 11 0
Carters driving one horse	14 4 0	14 7 0
Carters driving two horses	14 9 0	14 12 0
And for every additional horse	0 6 extra per day	0 6 extra per day
All others	14 17 0	15 0 0
<i>Firewood Saw Mills (i.e., Places where Mechanical Power is used to saw Firewood).</i>		
Benchmen	14 11 0	14 14 0
Drivers of motor wagons—		
(a) having a capacity of 2 tons or less	14 9 0	14 12 0
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons capacity	14 18 0	15 1 0
(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	15 8 0	15 11 0
Carters driving one horse	14 4 0	14 7 0
Carters driving two horses	14 9 0	14 12 0
And for every additional horse	0 6 extra per day	0 6 extra per day
All others	14 6 0	14 9 0

(ii)

EXTRA RATES.

	Per Week
	s. d.
Further additional account for a person employed handling or distributing brewers' or distillers' grains	3 0
Further additional amount for a person employed handling or distributing brewers' or distillers' grains in lieu of employer providing working trousers and footwear	3 0
Further additional amount for an employee driver who is required in any week to collect moneys and account or them as part of his duties	2 0

3.

ALLOWANCES.

- (i) To the amounts otherwise prescribed in this Determination shall be added the following :—
- (a) Driver of a motor vehicle fitted with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle .. 1s. per day
 - (b) Cleaner of gas producer unit (who is not a driver) for each day or part thereof upon which he is called upon to clean such unit .. An extra 1s
- (ii) Suitable overalls and gloves shall be provided by the employer for any employee mentioned in sub-clause (i) hereof.

TRAVELLING TIME.

4. Any employee employed on a milling plant who is directed during the day to work on that day at a location other than his usual place of employment shall be paid for the time so occupied in travelling from and to such place and all fares necessarily incurred.

PROHIBITION OF EMPLOYMENT.

5. The Board determines that no person shall be employed as an apprentice.

6. TIMES OF BEGINNING AND ENDING WORK.

Time of Beginning.	Time of Ending.
7.30 a.m.	12 noon the day the half-holiday is usually observed.
7.30 a.m.	5.15 p.m. five days in the week.

OVERTIME.

Between midnight and 7.30 a.m.	Double time.
At any other time outside the times of beginning and ending work as herein fixed	Time and a half.
Within the times of beginning and ending work in excess of the number of hours fixed in this Determination as a week's work	Time and a half

Provided that any employee who has completed a week's work and is required to work overtime on a Saturday shall be paid for a minimum of four hours' work at penalty rates.

HOLIDAYS AND SUNDAY WORK.

8. Employees shall be entitled to absent themselves from work without loss of pay on the under-mentioned holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day (within the Metropolitan District as defined in the Labour and Industry Acts), Christmas Day, Boxing Day, and November 22nd, 1956 (Olympic Day). Work done on Sundays or on any of the specified holidays shall be paid for as follows:—

- (a) On Sundays—
- | | |
|--|------------------|
| (i) Time occupied in attending to horses, or in the essential conveyance of fodder for stock | Time and a half; |
| (ii) All other work | Double time. |
- (b) On any of the specified holidays—
- | | |
|--|------------------|
| (i) Time occupied in attending to horses, or in the essential conveyance of fodder for stock | Time and a half; |
| (ii) All other work | Double time. |

If any other day be substituted by Act of Parliament or Proclamation for any of the above-mentioned holidays, the special rate prescribed shall be payable only for work done on the day so substituted.

PUBLIC HOLIDAYS.

8A. New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day and Boxing Day, or any day by Act of Parliament or Proclamation substituted for any of the said days shall be observed as public holidays.

UNION PICNIC DAY.

9. Employees shall be entitled to absent themselves from work without loss of pay on Union Picnic Day, i.e., the last Monday in February in each year.

TERMS OF EMPLOYMENT.

10. An employee (other than a casual employee) willing, ready and available for work shall be paid the full weekly wage fixed herein. To terminate employment one week's notice shall be given on either side at any time during the week or one week's wages shall be paid or forfeited, as the case may be. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases the wages shall be paid up to the time of dismissal only or to deduct payment for any day or part of a day the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

CASUAL LABOUR.

11. Casual hands, i.e., persons who are employed other than in a factory or shop during any week for not more than one-half of the maximum number of hours fixed in this Determination as a week's work shall be paid at the rate of time and a third.

ANNUAL HOLIDAY.

12. The annual holiday shall be as prescribed by the provisions of the Labour and Industry Acts.

SICK LEAVE.

13. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

- (i) During the first year—3½ hours' ordinary pay for each complete month of service.
 (ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that, in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st November, 1949, shall be disregarded provided that any accumulated sick leave, not exceeding 80 hours of working time, standing to the credit of the employee on the 1st November, 1951, shall not be reduced by virtue of the provisions of this sub-clause.

No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

PAYMENT OF WAGES.

14. Wages shall be paid not later than Thursday in each week.

WASHING FACILITIES.

15. The employer shall provide hot water together with suitable washing facilities for the use of employees at meal times and on ceasing work.

MEAL ALLOWANCE.

16. Any employee required to work for more than one and a half hours after the usual finishing time shall be paid a meal allowance of 5s.

PROVISION OF APRONS AND BAG HOOKS.

17. The employer shall supply a suitable apron and a bag hook to each employee. In the event of loss or wilful destruction of such apron or bag hook the replacement of same shall be the responsibility of the employee.

PIECEWORK.

18. The lowest piecework prices payable to any persons for doing work of a description referred to in the following Schedule shall be—

<i>Cutting Wood.</i>	
4-ft. or over—one cut	per ton 6s. 10d.
<i>Splitting Wood.</i>	
Box, red gum, or ironbark	per ton (40 cubic feet) .. 8s. 10d.
Box, red gum, or ironbark	" (by weight) .. 12s. 1d.
Culled box, red gum, ironbark	" 16s. 2d.
Blocks (box, red gum, or ironbark)	per truck (Standard I.) 83s. 2d.
1-ft. blocks, common wood	per ton (40 cubic feet) .. 7s. 4d.
2-ft. blocks, common wood	" 6s. 2d.
1-ft. blocks, common wood	per truck (Standard I.) 60s.
2-ft. blocks, common wood	" 56s. 9d.
Mallee roots	per ton (by weight) .. 12s. 6d.

NOTE:—To the Weekly earnings of each piece-worker the sum of 33s. shall be added, provided that where less than 40 hours are worked in any week, a proportionate amount shall be added in lieu of each sum.

PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECE-WORKERS' EARNINGS.

19. The wages rates set out in clause 2 (i) are based upon the following basic wage, and pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rates and the weekly earnings of piece-workers shall be automatically adjusted as proscribed by clause 20.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	<i>£ s. d.</i>	
Within the area to which this Determination applies	13 3 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

20. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'C' Series retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1956, the amount of the basic wage shall be as proscribed in clause 19.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "C" Series retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The wages of improvers shall be the appropriate percentages as set out in clause 2. Such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 12th September, 1956.